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UNITED STATES CIVIL SERVICE COMMISSION

## FEDERAL PERSONNEL MANUAL SYSTEM

### LETTER

Washington, D.C. 20415

October 24, 1975

FPM LETTER NO. 530-192

Supersedes FPM Letters 530-186 through 530-191

SUBJECT: Adjustment of Special Minimum Rates and Rate Ranges  
Established Under 5 U.S.C. 5303 To Reflect General Pay Increase

#### *Heads of Departments and Independent Establishments:*

1. Under authority of 5 U.S.C. 5303(d), which requires a determination on how the salary rates of employees covered by special rate schedules shall be adjusted at the time of a general pay increase, the Commission has decided that the pay of such employees shall be increased by an amount fully equivalent to the general pay increase for General Schedule employees authorized by Executive Order 11653. This decision is being implemented by the special schedules attached to this letter, and the higher pay rates are effective the same date as the general pay increase.

2. The pay of employees on the rolls and covered by special rates will be converted to the new special rate ranges in accordance with section 530.307 (b) of the Commission's regulations. The applicable part of the section reads as follows:

"(b) When an employee was receiving a special rate immediately before the effective date of a statutory pay increase, he shall receive on that effective date the rate of basic pay for: (1) The numerical rank in the new special rate range for his grade or level that corresponds with the numerical rank of the special rate he was receiving immediately before that effective date; . . . ."

To illustrate the effect of 530.307(b), the rate of adjustment for Veterinarian GS-701-9 is used: An employee in the third step rate of the GS-9 special rate range immediately before the effective date will remain in the third step of the new special rate range on the effective date, and his salary will be increased from \$15,409 to \$16,176 as of the first pay period that begins on or after October 1, 1975.

3. The pay of employees who are receiving a "saved rate" as a result of a special rate range having been reduced previously (but not discontinued) will be adjusted in accordance with the provisions of section 532.305(a)(3).

INQUIRIES: Civilian Services Office, Bureau of Policies and Standards  
63-12512 or Code 101, Extension 125

CSC CODE 530, Pay Rates and Systems Manual

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FPM Letter No. 530-192 (2)

of the Commission's regulations. This means that the pay for these employees will be adjusted by the amount of increase granted to the tenth rate of the special rate range rather than the regular range.

To illustrate, the rate of adjustment for GS-3 Licensed Practical Nurse (New York SMSA) is used: An employee receiving a saved rate would have his pay increased by \$554, the amount of increase for the tenth step of the GS-3 special rate range in this FPM Letter.

4. An additional FPM Letter will be published as soon as the annual review of special salary rates has been completed to further adjust many of the special schedules in this FPM Letter. This means that some authorizations could be reduced or cancelled as the result of the annual review, and, for others, while a special rate will continue to apply, certain grade levels previously covered may revert to the regular schedule.

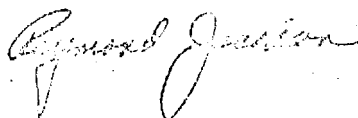
5. (a) Clarification of FPM Letter No. 530-191. Under FPM Letter No. 530-191, special salary rates for grades GS-5 and GS-7 were cancelled for the GS-510, GS-512, and GS-343 series, effective October 12, 1975. This cancellation date was intended to be the first day of the first pay period beginning on or after October 1, 1975, which is October 12 for the great majority of employees. For employees whose pay period begins on an earlier date in October, however, such as October 5, the cancellation is effective on that earlier date.

(b) In processing the cancellation of the special salary rates and the conversion to the new General Schedule pay rates, agencies should ensure that these actions are processed in the proper order. First, the special salary rate is to be cancelled and the employee converted to the regular rate range in accordance with attachment 1 to FPM Letter No. 530-191. Then, the employee is to be converted to the new General Schedule pay rates in accordance with FPM Letter No. 531-48.

6. Agencies are cautioned not to use the rates set forth in the attachments to this FPM Letter when making commitments for future actions such as, appointments or promotions.

7. Any downward adjustments in rates, however, would be adjustments to the special schedules only. Employees on the rolls will retain their existing rates of pay including the amount of the general pay increase.

By direction of the Commission:

  
Raymond Jacobson  
Executive Director

Attachments

*BEST COPY*  
*Available*

1. This attachment contains the basic salary rate information for each occupation and grade level for which special rates are currently authorized.
2. The columns on the pages that follow identify:
  - a. Specific occupational series coverage by series code and title;
  - b. The geographic coverage;
  - c. Grade or grade levels covered;
  - d. The special minimum rate, identified as "1st Step Rate";
  - e. The special maximum rate, identified as "10th Step Rate";
  - f. The amount of the within-grade increase;
  - g. Effective date (the actual effective date will be the first day of the first pay period which begins on or after the date shown).
3. The full range of special rates for each grade can be prepared by successively adding the amount of the within-grade increase, as shown for each grade, beginning with the special minimum rate, to produce a rate for each step up to the special maximum rate. To illustrate, the Medical Officer, GS-602-11 is used:

(The special minimum (i.e., 1st step rate) is \$21,133, the maximum (i.e., 10th step rate) is \$26,011 and the amount of the within-grade increase is \$542 a year.)

1	2	3	4	5	6	7	8	9	10
\$21,133	\$21,675	\$22,217	\$22,759	\$23,301	\$23,843	\$24,385	\$24,927	\$25,469	\$26,011

This procedure is to be followed in preparing a full schedule of special rates for each occupation and grade level listed in Attachment 1. As an aid to preparing the various schedules, Attachment 2 contains a comprehensive table which shows the correct dollar amount for each possible step for each GS grade which may be used in the various special schedules. By locating the special minimum rate and special maximum rate on these tables, the full range of authorized rate is readily identified.

\*Where cited, SMSA means the Standard Metropolitan Statistical Area as defined by the Office of Management and Budget.

Note: (Table numbers are provided for use by agencies in data processing systems.)

GS-000 Miscellaneous Occupations

Attachment No. 1 to HRM Letter 530-192

(2)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-081 Fire Protection and Prevention Series Table No. 011	Clear Air Force Base, Alaska	GS-4 GS-5 GS-6 GS-7	\$9,838 10,713 11,274 11,782	\$12,232 13,395 14,262 15,094	\$266 298 332 368	October 1, 1975
GS-083 Airport Police Table No. 012	Washington National Airport and Dulles International Airport, Washington, D.C.	GS-4 GS-5	\$ 9,572 10,415	\$11,966 13,097	\$266 298	October 1, 1975
GS-082 Policeman	Hines, Illinois	GS-4 GS-5	\$ 8,774 9,521	\$11,168 12,203	\$266 298	October 1, 1975

GS-600 Medical, Hospital, Dental and Public Health Group

GS-602 Medical Officer Series Table No. 290	Worldwide  *NOTE: Maximum rate may not exceed \$37,800 a year	GS-11 GS-12 GS-13 GS-14 GS-15	\$21,133 25,200 29,782 33,126 35,485	\$26,011 31,014 36,658 *41,181 *44,881	\$542 646 764 895 1,044	October 1, 1975
GS-610 Same Series Table No. 000	Galveston, Texas	GS-4	\$ 8,508	\$10,902	\$266	October 1, 1975

GS-600 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-610 Nurse Series Table No. 352	San Francisco, California SMSA	GS-4 GS-5 GS-7 GS-8 GS-9	\$10,370 11,607 12,150 13,036 13,931	\$12,764 14,289 15,462 16,699 17,972	\$266 298 368 407 449	October 1, 1975
GS-610 Nurse Series Table No. 292	Baltimore, Maryland SMSA	GS-4 GS-5	\$ 8,774 9,223	\$11,168 11,805	\$266 298	October 1, 1975
GS-610 Nurse Series Table No. 305	Boston, Massachusetts SMSA	GS-4 GS-5	\$ 9,306 10,117	\$11,700 12,799	\$266 298	October 1, 1975
GS-610 Nurse Series Table No. 304	Washington, D.C. SMSA including the D.C. Government's Children's Center, Laurel, Maryland and the U.S. Marine Corps Base, Quantico, Va.	GS-4 GS-5	\$ 9,572 10,415	\$11,966 13,097	\$266 298	October 1, 1975

Attachment No. 1 to FPM Letter 530-192 (3)

GS-600 Medical, Hospital, Dental and Public Health Group (continued)

Attachment No. 1 to FPM Letter 530-192 (4)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-610 Nurse Series GS-615 Public Health Nurse Series  Table No. 296	New York City, New York	GS-4 GS-5 GS-6 GS-7 GS-8 GS-9	\$10,370 11,607 11,938 12,518 13,036 13,931	\$12,764 14,289 14,926 15,830 16,699 17,972	\$266 298 332 368 407 449	October 1, 1975
GS-610 Nurse Series Table No. 350	Long Beach, California plus a 15-mile radius	GS-5	\$10,117	\$12,799	\$298	October 1, 1975
GS-621 Licensed Practical Nurse Table No. 397	New York, New York SMSA and Nassau - Suffolk, New York SMSA	GS-3 GS-4 GS-5 GS-6	\$ 9,235 9,838 10,415 10,942	\$11,368 12,232 13,097 13,930	\$237 266 298 332	October 1, 1975
GS-621 Licensed Practical Nurse Table No. 437	Cook County, Illinois (including the city of Chicago)	GS-3 GS-4	\$ 7,813 8,508	\$ 9,946 10,902	\$237 266	October 1, 1975
GS-621 Licensed Practical Nurse Table No. 441	West Haven, Connecticut	GS-3 GS-4	\$ 8,050 8,508	\$10,183 10,902	\$237 266	October 1, 1975

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GS-600 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-621 Licensed Practical Nurse Table No. 343	Boston, Massachusetts SMSA	GS-3 GS-4 GS-5	\$ 8,287 8,774 9,223	\$10,420 11,168 11,905	\$237 266 298	October 1, 1975
GS-621 Licensed Practical Nurse Table No. 347	Ann Arbor, Michigan	GS-3 GS-4 GS-5	\$ 8,524 9,040 9,521	\$10,657 11,434 12,203	\$237 266 298	October 1, 1975
GS-621 Licensed Practical Nurse Table No. 356	Allen Park, Michigan	GS-3 GS-4 GS-5	\$ 8,524 9,040 9,521	\$10,657 11,434 12,203	\$237 266 298	October 1, 1975
GS-631 Occupational Therapist GS-633 Physical Therapist Table No. 358	New York City and Suffolk County, New York	GS-6 GS-7 GS-8 GS-9 GS-10	\$12,502 13,622 14,257 14,829 15,318	\$15,590 16,934 17,920 18,870 19,764	\$332 368 407 449 494	October 1, 1975
GS-633 Physical Therapist Table No. 359	Allen Park, Michigan	GS-5 GS-7	\$10,713 11,414	\$13,395 14,726	\$298 368	October 1, 1975
GS-644 Medical Technologist Series Table No. 360	Washington, D.C. SMSA	GS-5	\$10,117	\$12,799	\$298	October 1, 1975

Attachment No. 1 to FPM Letter 550-192 (5)

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GS-600 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-644 Medical Technologist Series Table No. 316	Ann Arbor, Michigan SMSA	GS-5	\$ 9,223	\$11,905	\$298	October 1, 1975
GS-644 Medical Technologist Series Table No. 314	Milwaukee (Wood), Wisconsin	GS-5	\$ 9,521	\$12,203	\$298	October 1, 1975
GS-644 Medical Technologist Series Table No. 313	San Francisco - Oakland and San Jose, California SMSAs	GS-7 GS-8 GS-9	\$13,254 13,850 14,380	\$16,066 17,513 18,821	\$368 407 449	October 1, 1975
GS-644 Medical Technologist Series Table No. 308	Indianapolis, Indiana	GS-5	\$ 9,223	\$11,905	\$298	October 1, 1975
GS-644 Medical Technologist Series Table No. 301	New York City, New York	GS-5 GS-7	\$10,713 11,782	\$13,395 15,094	\$298 368	October 1, 1975
GS-644 Medical Technologist Series Table No. 333	Detroit, Michigan SMSA	GS-5 GS-7	\$10,415 11,414	\$13,097 14,726	\$298 368	October 1, 1975

## GS-600 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-647 Medical Radiology Technician Series  Table No. 320	New York City and Suffolk County, New York	GS-4	\$10,104	\$12,498	\$266	October 1, 1975
		GS-5	10,713	13,395	298	
		GS-6	11,606	14,594	332	
		GS-7	12,518	15,830	368	
GS-647 Medical Radiology Technician Series Table No. 340	Los Angeles - Long Beach, California	GS-4	\$ 8,508	\$10,902	\$266	October 1, 1975
GS-647 Medical Radiology Technician Series Table No. 341	Cook Co., Illinois (including the city of Chicago)	GS-4	\$ 8,508	\$10,902	\$266	October 1, 1975
		GS-5	9,223	11,905	298	
GS-647 Medical Radiology Technician Series Table No. 355	Boston, Massachusetts	GS-4	\$ 9,306	\$11,700	\$266	October 1, 1975
		GS-5	9,819	12,501	298	
		GS-6	10,278	13,266	332	
GS-649 Inhalation Therapy Technician  Table No. 344	New York City, New York SMSA, Nassau - Suffolk, New York SMSA	GS-4	\$ 9,306	\$11,700	\$266	October 1, 1975
		GS-5	10,117	12,799	298	
		GS-6	10,942	13,930	332	
		GS-7	11,414	14,726	368	
GS-682 Dental Hygienist Series Table No. 327	Norfolk and Newport- News-Hampton, Virginia SMSAs	GS-4	\$ 8,242	\$10,636	\$266	October 1, 1975
		GS-5	9,223	11,905	298	

GS-600 Medical, Hospital, Dental and Public Health Group (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-680 Dental Hygienist Series Table No. 323	States of California and Nevada	GS-4 GS-5	\$ 8,242 9,223	\$10,636 11,905	\$266 298	October 1, 1975
GS-682 Dental Hygienist Series Table No. 347	Columbia, Missouri	GS-4 GS-5	\$ 8,774 9,521	\$11,168 12,203	\$266 298	October 1, 1975
GS-682 Dental Hygienist Series Table No. 339	Knoxville, Iowa	GS-5	\$10,713	\$13,395	\$298	October 1, 1975

Other Miscellaneous Occupations

GS-701 Veterinarian Series Table No. 400	Worldwide	GS-9	\$15,278	\$19,319	\$449	October 1, 1975
GS-700 All Professional Series in the Engineering and Archi- tecture Group (except Mechanical Engineer, Electrical Engineer, below) Table No. 354	Nationwide	GS-5 GS-7	\$11,607 12,518	\$14,289 15,830	\$298 368	October 1, 1975

Other Miscellaneous Occupations (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-830 Mechanical Engineer (Lower Special rates limited to Mechanical Engineers engaged in motor vehicle emission control mobile source compliance program and mobile source standards program.) Table No. 312	Ann Arbor, Michigan SMEA	GS-7	\$12,350	\$13,462	\$368	October 1, 1975
GS-1224 Patent Examining Series (Engineering Specializations only) Table No. 313	Washington, D.C.	GS-5 GS-7	\$11,011 11,782	\$13,693 15,094	\$298 368	October 1, 1975
GS-1311 Physical Science Technician (Limited to employees assigned to Radiological Moni- toring and Control duties only) Table No. 314	Mare Island, Naval Shipyards, California	GS-5 GS-6 GS-7 GS-8	\$10,415 11,274 12,150 13,036	\$13,097 14,262 15,462 16,699	\$298 322 368 407	October 1, 1975
GS-1321 Mechanical Engineer Table No. 315	Nationwide	GS-5 GS-7	\$11,607 12,518	\$14,289 15,830	\$298 368	October 1, 1975

Other Miscellaneous Occupations (continued)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN- GRADE INCREASE	EFFECTIVE DATE
GS-1004 Printing Management Series (Note: Eligibility for these special rates is limited to employees who have at least a Baccalaureate Degree with a major in Printing Management.) Table No. 725	Nationwide	GS-5 GS-7	\$11,011 11,782	\$13,693 15,094	\$298 368	October 1, 1975
GS-1001 Sales Store Checker, Supervisory Sales Store Checker Table No. 920	Denver, Colorado	GS-3 GS-4	\$ 7,813 8,242	\$ 9,946 10,636	\$237 266	October 1, 1975

Attachment No. 1 to HR Letter 530-192 (10)

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GRADE	STATUTORY RANGE (Effective the first day of the first pay period beginning on or after October 1, 1975)										EXTENDED RANGE FOR SPECIAL RATES										Within- Grade in- creases	GRADE
GS-1	\$5,530	\$5,741	\$5,979	\$6,114	\$6,293	\$6,484	\$6,669	\$6,854	\$7,039	\$7,224	\$7,409	\$7,594	\$7,779	\$7,964	\$8,149	\$8,334	\$8,519	\$8,704	\$8,889	135	GS-1	
GS-2	6,293	6,506	6,716	6,926	7,136	7,346	7,556	7,766	7,976	8,186	8,396	8,606	8,816	9,026	9,236	9,446	9,656	9,866	10,076	210	GS-2	
GS-3	7,102	7,339	7,576	7,813	8,050	8,287	8,524	8,761	8,998	9,235	9,472	9,709	9,946	10,183	10,420	10,657	10,894	11,131	11,368	237	GS-3	
GS-4	7,904	8,247	8,568	8,774	9,040	9,306	9,572	9,838	10,104	10,370	10,636	10,902	11,168	11,434	11,700	11,966	12,232	12,498	12,764	266	GS-4	
GS-5	8,695	9,215	9,521	9,819	10,117	10,415	10,713	11,011	11,309	11,607	11,905	12,203	12,501	12,799	13,097	13,395	13,693	13,991	14,289	295	GS-5	
GS-6	9,490	10,076	10,610	10,942	11,273	11,606	11,938	12,270	12,602	12,934	13,266	13,598	13,930	14,262	14,594	14,926	15,258	15,590	15,922	332	GS-6	
GS-7	10,286	11,114	11,752	12,189	12,616	12,886	13,254	13,622	13,990	14,358	14,726	15,094	15,462	15,830	16,198	16,566	16,934	17,302	17,670	368	GS-7	
GS-8	12,021	12,629	13,096	13,443	13,850	14,257	14,664	15,071	15,478	15,885	16,292	16,699	17,106	17,513	17,920	18,327	18,734	19,141	19,548	407	GS-8	
GS-9	13,805	14,331	14,750	15,169	15,578	15,977	16,376	16,775	17,174	17,573	17,972	18,371	18,770	19,169	19,568	19,967	20,366	20,765	21,164	449	GS-9	
GS-10	15,589	16,138	16,582	17,026	17,470	17,914	18,358	18,802	19,246	19,690	20,134	20,578	21,022	21,466	21,910	22,354	22,798	23,242	23,686	494	GS-10	
GS-11	17,373	17,977	18,330	18,821	19,273	19,725	20,177	20,629	21,081	21,533	21,985	22,437	22,889	23,341	23,793	24,245	24,697	25,149	25,601	542	GS-11	
GS-12	19,157	19,832	20,240	20,724	21,208	21,692	22,176	22,660	23,144	23,628	24,112	24,596	25,080	25,564	26,048	26,532	27,016	27,500	27,984	590	GS-12	
GS-13	20,941	21,670	22,014	22,542	23,070	23,598	24,126	24,654	25,182	25,710	26,238	26,766	27,294	27,822	28,350	28,878	29,406	29,934	30,462	638	GS-13	
GS-14	22,725	23,500	23,788	24,352	24,916	25,480	26,044	26,608	27,172	27,736	28,300	28,864	29,428	29,992	30,556	31,120	31,684	32,248	32,812	686	GS-14	
GS-15	24,509	25,320	25,552	26,152	26,752	27,352	27,952	28,552	29,152	29,752	30,352	30,952	31,552	32,152	32,752	33,352	33,952	34,552	35,152	734	GS-15	

\* Rates may not exceed the rate for Executive Level V. As of October 1975, Executive Level V rate was \$37,010.  
 † Rates may not exceed the regular rate for GS-18.

Attachment 2 to FPM Ltr. 530-192

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